



Employee Benefits Summary

MANAGEMENT EMPLOYEES

Group Health Insurance

Employees may choose from several medical plans available through the California Public Employees' Retirement system (CalPERS). Both employee and the City share premium costs. Unused City benefits credits may be used for dental, vision, AD&D and Flex Spending Accounts or taken as taxable cash.

Flexible Spending Accounts (FSA)

A flexible spending account allows you set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses.

Retirement

The City participates in the CalPERS program. Effective January 1, 2013 the calculations are as follows:

1. 2% at 62 formula
2. 3-year Final Average Earnings (FAE) for final compensation calculation
3. Management employees pay the full 6.75% cost of the employee's share of retirement on a pre-tax basis.

Life Insurance

The City provides each employee with life insurance equivalent to two times annual base salary. Employees may purchase optional additional life insurance.

Voluntary Benefits

The City provides various voluntary benefits available at the employee's cost.

Long Term Disability

The City provides long term disability, which may provide up to 60% of basic monthly earnings while disabled.

Holidays

The City observes 11 scheduled holidays.

Vacation

Vacation hours earned is based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 320 hours.

Executive Leave

Management employees shall receive 56 hours of executive leave time per fiscal year.